



Welcome to the COMMANDING GENERAL'S CAREER PROGRAM NEWSLETTER



Proudly serving the U.S. Army Materiel Command Community

November 2005

General Benjamin S. Griffin is the Career Program Functional Chief for Quality & Reliability Assurance (CP15); Engineers and Scientists (Non-Construction) (CP16); Physical Security and Law Enforcement (CP19); Quality Assurance Specialist (CP20); and Ammunition Management (CP33). He is taking a very active role in the transformation of the Army Materiel Command and its human capital. The inaugural issue of his newsletter serves to introduce to you the Functional Chief's Representative for each career program. Future issues will relate career program specific information directly to all the careerists. Your feedback is important to the success of this communications medium. There will be a question and answer segment in future issues to provide an opportunity for the careerists to submit items of interest. Topics of interest and questions may be submitted to the Editor of this publication.

U.S. Army Materiel Command **General Benjamin S. Griffin** **Commanding General**



General Benjamin S. Griffin assumed the duties of Commanding General, U.S. Army Materiel Command on November 5, 2004. Prior to this assignment, he served as the Department of the Army Deputy Chief of Staff, G-8.

General Griffin began his career when he was commissioned as an Infantry officer in July 1970 following graduation from Officer Candidate School, Fort Benning, Georgia. He served two tours at Fort Bragg, North Carolina in the 82nd Airborne Division: in the 1st Battalion (Airborne), 508th Infantry as a rifle platoon leader and company executive officer, and in the 3rd Battalion (Airborne), 325th Infantry as a commander of Company C and a S-3 Air (Operations) officer. General Griffin also worked as a G3 operations officer, Headquarters, 82nd Airborne Division.

General Griffin's overseas assignments included a tour in Korea and two tours in Germany, in the Infantry Division as Secretary of

the General Staff and Mechanized Infantry Battalion Executive Officer.

His later assignments included the Pentagon, Alaska, Georgia and Texas. In 1997, he became the Director of Force Programs, Office of the Deputy Chief of Staff for Operations and Plans in Washington, D.C., then returned to Fort Hood from June 1999 to October 2001 to command the 4th Infantry Division.

General Griffin's awards and decorations include the Distinguished Service Medal, the Defense Superior Service Medal, the Legion of Merit (with three Oak Leaf Clusters), the Meritorious Service Medal (with four Oak Leaf Clusters), the Army Commendation Medal (with one Oak Leaf Cluster), the Army Achievement Medal (with one Oak Leaf Cluster), the Joint Meritorious Unit Award, the Master Parachutist Badge, the Expert Infantry Badge, and the Army General Staff Badge.

General Griffin received a bachelor's degree in Business Management from Old Dominion University in 1969 and a master's degree in Business Administration from Mercer University in 1981. His military education includes the Infantry Officer Advanced Course, Command and General Staff College, and the Industrial College of the Armed Forces at the National Defense University.

What is a Functional Chief and a Functional Chief Representative?

The Functional Chief is either the senior military or senior civilian official in a specific career field who will designate a senior (normally a civilian) executive to serve as his/her principal advisor; that individual is designated the career program Functional Chief Representative. They will establish policy for Army Civilian Career Programs, including policies for administering the DA Civilian Intern program and related Career Management issues and provides overall career program leadership. The Functional Chief may delegate responsibilities to the Functional Chief Representative.

The Functional Chief Representatives are responsible for preparing career program instructions and procedures. They are a member of the Career Program Policy Committee and chair the career program planning boards for his or her career program. They support affirmative actions and monitor the effectiveness of the career program. The Functional Chief Representatives will select subject matter experts to participate in job analysis and applicant evaluations and ensure availability of personal career planning and development of career program employees. They establish the Army Civilian Training, Education and Development System (ACTEDS) requirements, develop ACTEDS plans and obtain approval along with ensuring subject matter is current. They participate in projecting annual ACTEDS centrally funded intern and AMC Fellows needs, review and evaluate annual requirements for ACTEDS resources, and determine annual career program ACTEDS competitive professional developmental needs. They select and or review MACOM recommendations on training nominations, and provide input on placement of Senior Service College graduates. While this only describes some of the major functions, the listed responsibilities are not all inclusive.

Following are the Career Program Functional Chief Representatives:

CP-15, Quality & Reliability Assurance

Mr. James Henry Redmon, Sr.



Mr. James Henry Redmon, Sr. is a native of Mandeville, Arkansas. He graduated from Dunbar High School, Texarkana, Texas in 1968. He is a 1972 graduate of Jarvis Christian College, where he received the Bachelor of Arts degree in Business Administration and Economics. In 1973 he was certified as a Quality and Reliability Assurance Specialist from the U.S. Army Management Engineering College, Rock Island, IL. He received a Master of Science degree in Contract Management from Southeastern Institute of Technology, Huntsville, Alabama in 1981.

Mr. Redmon has been employed by the U.S. Army Aviation and Missile Command in Huntsville, AL for 33 years. He has held a wide variety of civilian assignment in his 33 years of federal service. He served as a Quality Assurance Specialist from 1972 until September 1983. He was promoted to the Chief, Quality Management Division in 1988. Mr. Redmon has served as the Quality and Reliability Assurance Career Program 15 FCR for approximately 15 years.

Among numerous honors, awards and recognitions past and present, Mr. Redmon is a member of the America Society for Quality, Association of the U.S. Army, Blacks In Government and many others. He currently serves as the President Elect for the Jarvis Christian College/Southern Christian Institute National Alumni and Ex-Student Association and Parliamentarian for the Alabama Area Alumni Chapter.

CP-16, Engineers & Scientists (Non-Construction)

Dr. Robin L. Keesee Deputy to the Commander, RDECOM



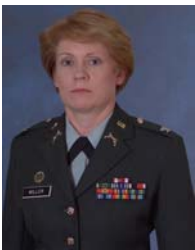
As the Deputy to the Commander of the U.S. Army Research, Development and Engineering Command, Dr. Keesee directs the Army's intensified research, development and acquisition process for fielding technologies that sustain America's Army as the premier land force in the world.

Dr. Keesee earned his Doctorate in Human Factors in the Department of Industrial Engineering and Operations Research at the Virginia Polytechnic Institute (VPI) and State University in June 1976.

He was commissioned in the United States Army Reserves from ROTC at VPI in June 1970, at which time he received his Bachelor's degree in Industrial Engineering. He began his highly successful professional career in 1976 with the U.S. Army Human Engineering Laboratory. In 1980, he served as the Assistant Professor, Department of Engineering Management and Industrial Engineering at the University of Louisville. In June 1982, Dr. Keesee joined the Army Research Institute (ARI), and was assigned to the Systems Manning Technical Area of the Systems Research Laboratory until August 1983, when he became Chief of the Research Coordination Office at the Training and Doctrine Command in Fort Monroe, Virginia. In August 1984, Dr. Keesee was reassigned to the ARI Headquarters in Alexandria, Virginia as Chief of the Plans, Programs and Operations Office where he served until his appointment as Director of the Systems Research Laboratory. In August 1992, he became the Director of ARL, Human Research and Engineering Directorate. Dr. Keesee is a member of the Human Factors and Ergonomics Society, Society of Logistics Engineers, Alpha Pi Mu, and Sigma Xi, and a senior member of the Institute of Industrial Engineers.

CP19, Physical Security & Law Enforcement

COL Rose M. Miller



Colonel Rose M. Miller is a native of East Berlin, Pennsylvania. She was designated a Distinguished Military Graduate from Clarion University of Pennsylvania, where she received her Regular Army commission in the Military Police Corps in 1981.

Colonel Miller began her Army career in West Berlin, Germany as the Chief of Military Police Investigations for the Provost Marshal Office, and Platoon Leader in the 287th Military Police Company, Berlin Brigade.

She then was assigned as the Deputy Provost Marshal for Frankfurt Military Community, Frankfurt, Germany. She has served in a variety of other operational assignments at Fort Gillem, Georgia; Fort Shafter, Hawaii; Schofield Barracks, Hawaii, and the Republic of Korea. She has served in staff positions while stationed at Frankfurt Military Community; Plans Officer, U.S. Forces Command Headquarters; Eighth U.S. Army Headquarters, Republic of Korea, Force Integration Officer, 25th Infantry Division (Light); Operations Security Officer for Headquarters, Department of the Army, Protocol Staff Officer for the Chief of Staff of the Army, and Chief of Staff for 5th Recruiting Brigade, Fort Sam Houston, Texas. She commanded the Fort Shafter Military Police Battalion from 1997-1999. She was subsequently selected for another battalion command and commanded the Fort Campbell Criminal Investigation Division (CID) Battalion from 1999-2001. She attended the U.S. Army War College, Carlisle Barracks, Pennsylvania, graduating in 2002. Her last assignment from 2003-2005 was as the Executive Officer to the Provost

Marshal General of the Army. She is currently assigned as the Provost Marshal and Chief, Security, Force Protection, and Law Enforcement for the Army Materiel Command.

COL Miller's military and civilian education includes the Military Police Officer Basic and Advanced Courses, Combined Services Staff School, the U.S. Army Command and General Staff College, and the U.S. Army War College. She has a Bachelor of Arts in Political Science from Clarion University of Pennsylvania, a Masters in Public Administration from the University of Oklahoma, and a Masters in Strategic Studies from the U.S. Army War College.

COL Miller's awards and decorations include the Meritorious Service Medal (8th Award), the Army Commendation Medal (4th Award), The Army Achievement Medal (2d Award), the Humanitarian Service Medal, and the Army General Staff Identification Badge.

CP-20, Quality Assurance Specialist (Ammo-Surveillance)

Mr. James Q. Wheeler

Director, U.S. Army Defense Ammunition Center, McAlester, OK



As director, Mr. Wheeler is responsible for executing DAC's mission, which is to support the joint ammunition community worldwide with engineering, training, safety, technology development/transition, and technical assistance. Mr. Wheeler also manages execution of the Quality Assurance Specialist (Ammunition Surveillance) (QASAS) and Ammunition Management (AM) Programs, which, combined, provide over 1,000 civilian careerists to the field worldwide.

In 2002-03, Mr. Wheeler served a special assignment as Deputy for Operations G3/7, HQ Joint Munitions Command (JMC). The assignment was to lead transformation and munitions efforts while executing current munitions readiness operations. His efforts resulted in a successful stand-up of the JMC G3/7 with continuously improving support to the war fighter.

Mr. Wheeler successfully led the BRAC '95 realignment of DAC from Savanna, Illinois to McAlester, Oklahoma. He also serves as Chairman/participant in numerous joint service ammunition groups. In these capacities, he develops ammunition policy, execution, and R & D programs with government, industry, and academia on a global scale.

Mr. Wheeler is a 1972 graduate of Southwest Missouri State University. He entered Federal service in 1979 as a QASAS intern at DAC. His initial assignment was the Savanna Army Depot Activity (SVADA). He became General Foreman at SVADA where he managed all depot ammunition life cycle operations. During this period, he gained extensive hands-on experience in budgeting, logistics, planning, ammunition safety and serviceability, testing, equipment, and operations in depots, plants, AF bomb dumps, Navy coastals, and Marine Corps and Army Ammunition Supply Points.

Throughout his career, Mr. Wheeler has served on numerous special projects, studies, and technical and source selection evaluation boards for many commands and agencies. He has managed development of many reports, regulations, technical documents, and policies including the comprehensive Joint Demil Study for Congress and the new Predictive Model Optimizer for Demil Workloading. While assigned to Rock Island 2002-03, he led efforts in support of Operation Enduring Freedom (OEF)/Operation Iraq Freedom (OIF).

Mr. Wheeler also worked in AMCCOM's Defense Ammunition Directorate (1985-86); U.S. Army Materiel Command's (AMCs) Deputy Chief of Staff for Conventional Ammunition (1986-87); in DAC's Logistics Review and Assistance Office (1987-89); as the Executive Director of the Joint Ordnance Commanders'

Group/Chief, AMCCOM's Joint Activities Office (1989-93); as Associate Director for Technology at DAC (1993-98); and as G3/7 HQ JMC (2002-03).

Mr. Wheeler has received the Department of the Army Meritorious Civilian Service Award (2), the Joint Logistics Commanders Certificate of Merit, and the Association of the United States Army Citation for Exceptional Service in Support of National Defense, which was presented by the Vice Chief of Staff of the Army. He also received the Ammunition Manager of the Year, 1995. He is a Charter Member of the Ammunition Manager Career Program 33 and an active member of AUSA and NDIA.

CP-33, Ammunition Management

Mr. Gary J. Motsek, Senior Executive Service



POSITION: Deputy G-3 for Support Operations

EDUCATION:

Degrees:

M.S., Management, Troy State University, Troy, AL, 1982

B.S., Environmental Engineering, Syracuse University, Syracuse, NY, 1974

AWARDS:

Legion of Merit (2); Defense Meritorious Service Medal (3); Meritorious Service Medal (5); Joint Services Commendation Medal, Army Commendation Medal; Army Superior Unit Award, National Defense Service Medal, Army Service Ribbon, Overseas Service Ribbon (3), Senior Explosive Ordnance Disposal Badge, JCSID Badge, Ehrenkreuz (Cross of Honor) from the Federal Republic of Germany.

MAJOR DUTY ASSIGNMENTS:

May 02 - Present Deputy G-3 for Support Operations, U.S. Army Materiel Command, Fort Belvoir, VA Responsible for the preparation and sustainment of war fighting in peace and war today and tomorrow, with the primary focus on the current fiscal year and the budget year. Responsible for munitions, software, sustaining base operations, readiness, customer requirement integration and strategic alliances. Exercise command and control of supply chain management to include Army Pre-positioned Stock, and readiness and management of the Surety Program; management oversight of the organic industrial base of Arsenal, Depots, Plants and Activities. Major programs include the Department's Single Stock Fund (SSF) and National Maintenance Program (NMP). Mr. Motsek also serves as the command surety officer for the safe storage of the national chemical munitions stockpile.

The next segment of this newsletter features a few articles that the individual career programs have provided for publication:

What is The Engineers and Scientists (Non-Construction) Career Program (CP16)?

It is made up of all the Army's engineers and scientists working in acquisition and acquisition-related fields. Career program members are engaged in all levels of research, develop equipment for fielding, provide technical support to all phases of contracting, and continue to support the Army's equipment throughout its life cycle.

Career Program 16 is the largest of the Army's 22 career programs, with nearly 16,000 members. (Over half of the civilian workforce is not in any career program.) The smallest career program is Housing Management (CP27), with only 394 members. The average size of a career program is just over 4,000, with a standard deviation of nearly 5,000.

Sixty percent of CP16 is engineers and forty percent is scientists. All engineering specialties are represented (except naval engineering). Our scientists are biologists, physicists, chemists, mathematicians, and closely related fields.

Career Program 16 is 83% male, tied for the highest proportion of men with CP20, Quality Assurance Specialists. The average for all career programs is 65% men and 35% women, with six career programs having more women than men. Ethnically, CP16 is overwhelmingly White, with 79.5%. It also is .5% American Indian, 10% Asian-American/Pacific Islander, 5% Black, and 5% Hispanic. The average distribution for all career programs is 1% American Indian, 5% Asian-American/Pacific Islander, 12% Black, 5% Hispanic, and 76% White.

Career Program 16 is the youngest career program with an average age of 44.6 years. The overall average age is 47.6 years, with averages ranging from 44.6 to 53.1 years (Education Services, CP31).

What does Career Program Office 16 do?

In recent years, the CP16 office has been involved primarily with workforce education and national engineering awards programs. We also represent the career program's interests on various working groups and provide advice to members of the career program on Acquisition Workforce questions.

The Army has a program called the Army Civilian Training, Education, and Development System (ACTEDS) that will pay for training for members of the various career programs. Training funds are available to career program members on a competitive basis for short term, long term, and university training. Short term training includes professional conferences relevant to the employee's job duties. ACTEDS funds may also be used to pay travel funds associated with approved training. Another use of ACTEDS funds is to support Training with Industry (TWI). The CP16 office does not find TWI opportunities for careerists. We can, on a competitive basis, pay for the trainee's expenses. Instructions on how to apply for ACTEDS funds and the application forms themselves are on the CPOL website (www.cpol.army.mil).

As suggested in the first section of this article, some of the Army's career programs are approaching a critical point in the ages of their workforces. Several of them (but not CP16) have not hired younger employees for some time and are facing collapse. The Army has convened a number of working groups to address this problem. The CP16 office represents the engineer and scientist workforce on those groups. Other working groups we are involved with include one that is reviewing the certification requirements for the Systems Planning, Research, Development, and Engineering- Systems Engineering acquisition career field. Another group we are involved in is searching for ways to overcome barriers to increasing the representation of minorities in the Army's workforce.

What else does the Career Program Office want to do?

Over the last two years, the management of the Career Program has changed entirely. We have a new Functional Chief, a new Functional Chief's Representative, and a new Career Program Office Chief (see below for current incumbents). Our goal is to widen the scope of our support to the workforce.

The first stage of our growth will be the development of a manpower flow model. Part of it will be guidance to the workforce on the types of courses and assignments needed to best develop their careers. It will also include tools for management to help plan recruitment and training targets and to run predictions about the future of the workforce.

Also, we are exploring developing a clearing house for rotational and developmental assignments, which may be supported with ACTEDS funds. We would like to have supervisors submit possible developmental assignments for posting on the Career Program's website (see below). Careerists would then apply for those positions through ACTEDS to the Career Program office. We would coordinate selections with the supervisor and fund the travel and living expenses.

Finally, as the advocate for CP16 concerns, we'd like you to tell us what you want us to do. If you have an idea we can use, we'll do our best to implement it.

CP16 People

The Commanding General of the Army Materiel Command, General Benjamin Griffin, is ex officio the Functional Chief of Career Program 16. The Functional Chief's Representative is Dr. Robin L. Keesee, Deputy to the Commanding General of the Research, Development, and Engineering Command. The chief of the CP16 Office is Martha Newman. Her email address is martha.newman1@us.army.mil. The CP16 website is www.dacp16.org. Please visit us there!

CP-33, Ammunition Management

"Pass the Ammunition"

"We need a team of ammunition experts on the ground in SWA within three weeks. These folks need in-depth experience in demilitarization operations, explosives safety, ammunition packaging, and ammunition transportation." "Get someone over here ASAP who can set up an ammunition maintenance operation." "I need someone in Iraq now to begin training the Iraqi Army in ammunition depot operations." These are some of the requests directed to the U.S. Army Ammunition Management Career Program (AMCP) during OIF.

Fortunately, the AMCP was established in 1983 to provide a worldwide pool of ammunition logisticians with skills to manage all aspects of ammunition logistics. Our career program is one of only two commodity oriented career programs in the U.S. Army and it supports the unique requirements of ammunition management.

Since the AMCP is a relatively small career program with just over 500 careerists, we have always maintained a strong communications network among our ammunition managers. That network along with the ammunition skills of our managers has proven to be invaluable during recent operations. We design our competitive professional development (CPD) opportunities to maximize training together in seminars, developmental assignments and through our mentor/associate program. We value the warfighters feedback on ammunition logistics challenges and successes and frequently include key military leaders as part of our professional development programs.

Our ammunition managers from worldwide locations have deployed on a voluntary basis during our twenty-two year history. Fifty-two managers from thirteen locations have deployed to SWA since 2002. As we began supporting OEF and OIF, we leveraged lessons learned from our managers who deployed during Operation Desert Storm. The following article summarizes an Ammunition Assessment conducted in SWA in 2003 by a team of ammunition experts that was quickly assembled by the AMCP. The article was submitted by Tyrone Nordquist, U. S. Army Defense Ammunition Center, McAlester, OK. Tyrone served as team leader for the group.

Gail Palmore, Chief, Ammunition Management, Career Program Office



Ammunition Managers in the Field-What an OPPORTUNITY!! To participate on an AMC/JMC directed ammunition assessment team and support the efforts of Operation Iraqi Freedom (OIF). As each of us prepared to accept this opportunity of a lifetime, our feelings and emotions ranged from one of excitement to apprehension. Knowing we were leaving our families and this great country we live in to serve our country. Knowing that we were going to, at best, a semi- hostile situation, where the living conditions would be minimal at least in comparison to the comforts of our homes here in the good old USA. We were a small group of six, Ammunition Managers, QASAS, Military, and an Explosives Safety Specialist, all with differing and unique capabilities, all about to converge on our experience of a lifetime. A group of ammunition professionals assembled to conduct an assessment of the (US) ammunition conditions and operations in Kuwait and Iraq.

Each team member volunteered willing to serve their country proudly, because of their expertise and the unique logistics role they could fill. Some team members had previous experiences with deployment in the desert; that proved invaluable during the assessment process. These individuals provided the team with an awareness of some basic expectations, assumptions, and experiences that helped prepare the team for the journey. For some team members, this was going to be their first opportunity to work directly in the field with deployed units and ultimately the soldier in the field. This was going to provide experiences that cannot be duplicated at any depot or headquarters back in the USA. This was a unique opportunity to hear and understand the soldiers concerns and issues regarding ammunition retrograde and logistical problems encountered during deployment. The primary responsibility of the assessment team was to capture and learn about the ammunition retrograde requirements facing us in Southwest Asia. It also offered the opportunity to capture and document lessons learned, about retrograde and deployment processes. These efforts were by no means standard operations, and we were there to assist in providing logistical support and guidance, as well as capture observations that would assist in the retrograde and future ammunition operations. Following completion of CRC, the team landed at an AMC terminal at Kuwait International Airport and processed in at Camp Wolf. Camp Arifjan then became our home base of operation. We quickly came to appreciate bottled water, showers, and what we had left behind at home.

The assessment began immediately after we arrived. The team visited various camps in Kuwait to assess each of the ammunition holding areas (AHAs) and ammunition supply points (ASPs) at Camp New Jersey, Camp Pennsylvania, Camp Arifjan, and Camp Udari. During our short visits to each camp, we realized the Ordnance Companies had done a very good job of managing the ammo in the

field while supporting the deployment of troops OIF. At each site, the team documented observations of all ammunition operations; those that went well, those that needed improvement, and those that needed to be addressed immediately. The team noted lessons learned that were incorporated from Operation Desert Storm that significantly improved the retrograde process. Soldiers from the Ordnance Company's shared many of their challenges they encountered during OIF operations; the environment (heat and blowing sand), living conditions without air conditioning both in the workplace or living quarters, inadequate material handling equipment, government furnished material (GFM) shortages (banding, clips, packing materials, etc.). The team was very impressed by each Ordnance Unit's dedication to perform their operations well. Each unit had individual concerns and wish list to make the ammunition operations better, however that did not stifle their attitude and determination to accomplish their mission. This was very evident in the pride of their work.

The assessment of the US ammunition went very well and culminated in a final report of observations and recommendations. The assessment team had many opportunities to interact with both military and civilian personnel in theater. This provided all involved with the opportunity to share ideas on how the process and day-to-day operations, as well as future ammunition operations could be improved. To augment the assistance part of the team visit, the team had a conference call every other day to JMC and DAC to obtain research, support, and/or confirmation. The success of the assessment team can be credited to the dedicated individuals in theater and a well-balanced team. Each of those involved in the ammunition assessment process have had the opportunity of a lifetime that we will never forget and will always cherish. Each of us will remember both the good things and the bad. But most of all, being thankful that a higher power was watching over us and we all came home safely with memories that will be shared with our associates in the ammunition community. The community is a small group of professionals with specialized knowledge and skills. Our expertise and support is important during times of deployment. It is important that each person evaluate what they can contribute and make sacrifices when called upon, even if that means leaving our families and the comforts home. These deployments are rewarding both professionally and personally.

Tyrone Nordquist

EDITOR'S NOTE

The "Commanding General's Career Program Newsletter" established in November 2005, is a publication of the U.S. Army Materiel Command (AMC). Through this AMC-wide career program newsletter, AMC Major Subordinate Commands (MSCs) and their field offices share brief descriptions of the latest initiatives, success stories, or other items of interest with the career program community. The "Commanding General's Career Program Newsletter" will be published quarterly and electronically accessible.

Disclaimer: By submission of an article, the author grants HQ AMC to publish their name, organization, and duty phone number in the article to be posted on the HQ AMC Commander's Corner Website.

Pamela Myers
HQ, U.S. Army Materiel Command
Office of the Deputy Chief of Staff, G-1
Operations and Training Division
9301 Chapek Road
Fort Belvoir, Virginia 22060